

KTTC Television
EEO PUBLIC FILE REPORT
December 1, 2015 - November 30, 2016

I. VACANCY LIST

See Section II, the "Master Recruitment Source List" ("MRS�") for recruitment source data

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
News Producer/Sports Anchor	1, 3-4, 6, 9-14, 16-20, 23-28, 30-31, 33-38, 40-42, 44-51, 53, 55, 58-61, 63-66	61
Production Supervisor	1, 3-4, 6, 9-14, 16-20, 23-26, 28, 30, 33-38, 40-42, 44-48, 50-51, 53, 55, 58-60, 63-66	13
Multimedia Journalist	1, 3-6, 9-12, 14-20, 23-28, 30-31, 33-38, 40-42, 44-51, 53-66	18
Master Control Operator	1, 3-6, 9-20, 23-26, 28, 30, 32-38, 40-42, 44-51, 53, 55-60, 62-66	17
Creative Services Producer	1, 3-6, 8-12, 14-20, 23-26, 28, 30, 33-38, 40-42, 44-51, 53, 55-60, 62-66	18
Chief Meteorologist	1, 3-6, 9-12, 14-20, 23-26, 28-30, 33-42, 44-53, 55-66	47
Morning Anchor/Producer	1-7, 9-26, 28-30, 33-53, 55-60, 62-66	24
Weekend Anchor / Producer / Multimedia Journalist	1, 3-6, 9-20, 23-26, 28-30, 33-38, 40-42, 44, 46-53, 55-60, 62-66	18
Director/MCO	1, 3-6, 9-20, 23-26, 28, 30, 32-38, 40-42, 44, 46-51, 53, 55-60, 62-66	13
News Producer / Sports Anchor	1, 3-6, 9-12, 14-20, 23-26, 28-30, 33-38, 40-42, 44, 46-51, 53, 55-66	61
Weekday Evening Anchor/Producer	1, 3-6, 9-20, 23-26, 28, 30, 33-42, 44, 46-51, 53, 55-60, 62-66	18

KTTC Television
EEO PUBLIC FILE REPORT
December 1, 2015 - November 30, 2016

II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	Arizona State University Attn: Michael Wong P. O. Box 871305 Tempe, Arizona 85287 Phone : 602-527-0820 Email : mike.wong@asu.edu Mike Wong	N	0
2	Austin Daily Herald 310 2nd Street NE Austin, Minnesota 55912 Phone : 507-434-2222 Email : classifieds@austindailyherald.com Fax : 1-507-437-8644 Sherri Slowinski	N	0
3	Boston University-Dept. of Journalism 640 Commonwealth Ave. Boston, Massachusetts 02215 Phone : 617-353-1086 Email : jodept@bu.edu Fax : 1-617-353-1086 Career Service	N	0
4	Broadcasting & Cable 28 East 28th Street 12th Floor New York, New York 10016 Phone : 212-378-0400 Classified Ads Manual Posting	N	0
5	Brown College 1440 Northland Drive Mendota Heights, Minnesota 55120 Phone : 651-905-3509 Email : ckleckner@sb-mendotaheights.com Fax : 1-651-905-3555 Christine Kleckner	N	0
6	Collective Talent 26150 Hersheyvale Franklin, Michigan 48025 Career Service Manual Posting	N	0

KTTC Television
EEO PUBLIC FILE REPORT
December 1, 2015 - November 30, 2016

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7	Eau Claire Leader 701 S. Farwell Street Eau Claire, Wisconsin 54701 Phone : 715-833-9200 Email : lisa.behlke@ecpc.com Fax : 1-715-833-9244 Lisa Behlke	N	0
8	Employee Referral	N	2
9	FOX 47 Website 6301 Bandel Road NW Rochester, Minnesota 55901 Phone : 507-280-5137 Url : www.fox47kxlt.com Email : dforti@kttc.com Fax : 1-507-288-6278 Donnie Forti	N	0
10	Illinois Center for Broadcasting 455 Eisenhower Lane South Suite 200 Lombard, Illinois 60148 Phone : 630-916-1700 Email : cjackson@beonair.com Fax : 1-630-916-1764 Carl Jackson	Y	0
11	Illinois Institute of Art 1000 Plaza Drive Schaumburg, Illinois 60173 Phone : 847-585-4537 Url : www.artinstitutes.edu/schaumburg Email : acampion@aia.edu Fax : 1-847-585-4658 Ann Campion	Y	0
12	Indiana Broadcasters Association 3003 E 98th St Indianapolis, Indiana 46820 Phone : 317-573-0119 Email : indba@aol.com Fax : 1-317-573-0895 Gwen Piening	N	0
13	Internal Candidate	N	13

KTTC Television
EEO PUBLIC FILE REPORT
December 1, 2015 - November 30, 2016

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14	Kaplan University 4655 121st St Urbandale, Iowa 50323 Phone : 515-727-2100 Email : lgelhaar@kaplan.edu Laurie Gelhaar	N	0
15	KBJR-TV 246 S Lake Ave Duluth, Minnesota 55802 Phone : 218-720-9658 Email : kmmartin@kbjr.com Kayla Martin	N	0
16	KTIV-TV 2929 Signal Hill Drive Sioux City, Iowa 51108 Phone : 800-234-5848 Email : kclayton@ktiv.com Fax : 1-712-239-2621 Kathy Clayton	N	0
17	KTTC On-Air 6301 Bandel Rd NW Rochester, Minnesota 55901 Phone : 507-535-8904 Email : ljacobs@kttc.com Fax : 1-507-288-6324 Jodi Neyens	N	2
18	KTTC Web Site 6301 Bandel Rd NW Rochester, Minnesota 55901 Phone : 507-280-5137 Url : www.kttc.com Email : jglende@kttc.com Fax : 1-507-288-3278 Jonelle Glende	N	26
19	KWWL-TV 500 East Fourth Street Waterloo, Iowa 50703 Phone : 319-291-1200 Email : syoungblut@kwwl.com Fax : 1-319-291-1255 Sandy Youngblut	N	1

KTTC Television
EEO PUBLIC FILE REPORT
December 1, 2015 - November 30, 2016

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20	KXLT Website Rochester, Minnesota 55901 Email : jglende@kttc.com Jonelle Glende	N	0
21	LaCrosse Tribune 401 3rd Street North LaCrosse, Wisconsin 54601 Phone : 608-782-9710 Url : www.lacrossetribune.com Email : ads@lacrossetribune.com Fax : 1-608-791-8238 Diane Hauser	N	0
22	Mason City Globe Gazette 300 North Washington P. O. Box 271 Mason City, Iowa 50401 Phone : 641-423-2274 Email : classads@globegazette.com Career Service	N	0
23	Medialine Attn: Mark Shilstone P. O. Box 51909 Pacific Grove, California 93950 Phone : 831-648-5200 Email : medialine@medialine.com Mark Shilstone	N	0
24	Medill School of Journalism Northwestern University 1845 Sheridan Road Evanston, Illinois 60208 Phone : 847-491-5634 Url : www.medill.northwestern.edu Email : medillcareerservices@northwestern.edu Fax : 1-847-467-2319 Jim O'Brien	N	1
25	Minnesota Broadcasters Assn 3033 Excelsior Blvd Minneapolis, Minnesota 55416 Phone : 612-926-8123 Email : llasere@minnesotabroadcasters.com Fax : 1-612-926-9761 Linda Lasere	N	0

KTTC Television
EEO PUBLIC FILE REPORT
December 1, 2015 - November 30, 2016

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
26	Minnesota DEED 1st Bank Bldg 322 Minnesota St, Suite E200 St. Paul, Minnesota 55101-1351 Phone : 651-259-7557 Email : jim.finley@state.mn.us Jim Finley	N	0
27	Minnesota School of Business 2521 Pennington Dr NW Rochester, Minnesota 55901 Phone : 507-535-8050 Url : http://employers.msbcollege.edu Email : cgore@msbcollege.edu Fax : 1-507-535-8011 Chris Gore	N	0
28	Minnesota Works 300 11th Ave. NW Rochester, Minnesota 66901 Phone : 507-285-7318 Url : www.minnesotaworks.net Email : victoria.tiff@state.mn.us Victoria Tiff	N	0
29	Mississippi State University PO Box P Mississippi State, Mississippi 39762 Phone : 662-325-3344 Url : www.career.msstate.edu Email : msuinfo@ur.msstate.edu Career Service Center	N	0
30	Missouri School of Journalism 76G Gannett Hall University of Missouri Columbia, Missouri 65211 Phone : 573-882-0373 Email : collinsks@missouri.edu Barbara Willis	N	0
31	NAACP P. O. Box 6472 Rochester, Minnesota 55903 Phone : 507-288-5300 Email : unit4051@naacp.org Dr. Matthew McCullough	N	0

KTTC Television
EEO PUBLIC FILE REPORT
December 1, 2015 - November 30, 2016

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
32	NAB.org 1771 N Street NW Washington, District of Columbia 20036 Phone : 202-429-5361 Url : www.nab.org Email : mduke@nab.org Michelle Duke	N	2
33	National Alliance State Broadcasters Association 2333 Wisconsin Street NE Albuquerque, New Mexico 87110 Phone : 505-881-4444 Email : suzanstrong@nmba.org Suzan Strong	N	0
34	National Association of Black Journalists 1100 Knight Hall Suite 3100 College Park, Maryland 20742 Phone : 301-405-0248 Email : aturner@nabj.org Fax : 1-301-445-7101 Aprill Turner	N	0
35	National Lesbian and Gay Journalists Association 2120 L Street NW Suite 840 Washington, District of Columbia 20037 Phone : 202-588-9888 Email : info@nljja.org Fax : 1-202-588-1818 Career Service	N	0
36	New Jersey Herald Two Spring Street Newton, New Jersey 07860 Phone : 973-383-1500 Email : rfichter@njherald.com Fax : 1-973-383-2194 Robin Fichter	N	0
37	Ohio Center for Broadcasting 9000 Sweet Valley Drive Valley View, Ohio 44125 Phone : 216-447-9117 Email : dclark@beonair.com Fax : 1-216-642-9232 Don Clark	Y	0

KTTC Television
EEO PUBLIC FILE REPORT
December 1, 2015 - November 30, 2016

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38	Ohio School of Journalism Park Place & Court St Athens, Ohio 45701 Phone : 740-593-2503 Email : foxr1@ohio.edu Becky Fox	N	0
39	Penn State University 502 Walker Building University Park, Pennsylvania 16802 Phone : 814-865-0478 Email : meteojobs@meteo.psu.edu Ginger Kowalchuk	N	0
40	Quincy Herald Whig 130 South Fifth Street Quincy, Illinois 62301 Phone : 800-373-9444 Email : jschulz@qni.biz Fax : 1-217-223-9757 Jena Schulz	N	0
41	Quincy Newspapers, Inc. 130 South Fifth Street Quincy, Illinois 62301 Phone : 800-373-9444 Email : schurch@qni.biz Fax : 1-217-223-5019 Shanna Church	N	0
42	Riverland Community College 1900 8th Ave NW Austin, Minnesota 55912 Phone : 507-433-0517 Email : dani.heiny@riverland.edu Fax : 1-507-433-0524 Dani Heiny	N	0
43	Rochester Post Bulletin 18 1st Ave. SE Rochester, Minnesota 55904 Phone : 507-285-7777 Email : addesign@postbulletin.com Fax : 1-507-285-7788 Career Service	N	0

KTTC Television
EEO PUBLIC FILE REPORT
December 1, 2015 - November 30, 2016

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
44	Society of Professional Journalists Minneapolis Chapter PO Box 141152 Minneapolis, Minnesota 55414 Phone : 952-882-2471 Email : scott.theisen@gmail.com Scott Theisen	N	0
45	Society of Professional Journalists National Chapter 3909 N. Meridian St Indianapolis, Indiana 46208 Email : lhall@spg.org Linda Hall	N	0
46	TV News Check 24 West Lancaster Ave Suite 205 Ardmore, Pennsylvania 19003 Phone : 215-901-9495 Url : http://www.newscheckmedia.com Stephen Stoltz Manual Posting	N	0
47	tvjobs.com Broadcast Employment Services P.O. Box 4116 Oceanside, California 92052 Phone : 800.374.0119 Url : www.tvjobs.com Email : info@tvjobs.com Mark Holloway	N	12
48	University of Kansas 2066 Dole Center 1000 Sunnyside Lawrence, Kansas 66045 Phone : 785-864-0608 Email : utsler@ku.edu Dr. Max Utsler	N	0
49	University of Wisc - Madison Atmospheric & Oceanic Science 1225 W Dayton St. Madison, Wisconsin 53706 Phone : 608-262-2828 Email : aos@aos.wisc.edu Fax : 1-608-262-0166 Sue Foldy	N	0

KTTC Television
EEO PUBLIC FILE REPORT
December 1, 2015 - November 30, 2016

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50	University of Wisc - Madison Letters & Science Career Serv 1305 Linden Dr. Suite 205 Madison, Wisconsin 53715 Phone : 608-262-3921 Fax : 1-608-262-3922 Job Posting Manual Posting	N	0
51	UNL, Broadcasting Dept. 147 Andersen Hall Lincoln, Nebraska 68588 Phone : 402-472-0876 Url : www.journalism.unl.edu/cojmc/careers/jobsubmit.shtml Marilyn Hahn Manual Posting	N	0
52	Valparaiso University 1700 Chapel Drive Valparaiso, Indiana 46383 Phone : 219-464-5140 Email : Rusta.Ault@valpo.edu Rusta Ault	N	0
53	Veteran's Services 2100 Campus Dr SE Suite 200 Rochester, Minnesota 55904 Phone : 507-328-6355 Email : applen.karen@co.olmsted.mn.us Karen Applen	N	0
54	Walk In/Self-Referral	N	1
55	WAOW-TV 1908 Grand Avenue Wausau, Wisconsin 54403 Phone : 715-842-2251 Email : kfuller@waow.com Fax : 1-715-848-0195 Kelly Fuller	N	0
56	WBNG-TV 560 Columbia Drive Johnson City, New York 13790 Phone : 6075847215 Email : cgarger@wbngtv.com Kate Garger	N	0

KTTC Television
EEO PUBLIC FILE REPORT
December 1, 2015 - November 30, 2016

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57	WEEK-TV 2907 Springfield Road East Peoria, Illinois 61611 Phone : 309-698-2525 Email : ttesch@week.com Teddi Tesch	N	0
58	WGEM-TV 513 Hampshire Quincy, Illinois 62301 Phone : 800-728-6600 Email : tstutheit@wgem.com Fax : 1-217-228-6670 Terri Stutheit	N	0
59	Winona State University 110 Gildemeister P. O. Box 5838 Winona, Minnesota 55987 Phone : 507-457-5340 Email : career@winona.edu Fax : 1-507-457-5516 Vicki Decker	N	0
60	WKOW-TV 5727 Tokay Blvd Madison, Wisconsin 53719 Phone : 608-274-1234 Email : bbeer@wkow.com Fax : 1-608-274-9514 Bonnie Beer	N	0
61	Word of Mouth Referral	N	16
62	WPTA-TV 3401 Butler Road Fort Wayne, Indiana 46808 Phone : 260-407-0064 Url : www.21alive.com Email : cindyb@incnow.tv Cindy Bennett	N	0
63	WREX-TV 10322 Auburn Street Rockford, Illinois 61103 Phone : 800-223-9739 Email : twesseln@wrex.com Fax : 1-815-335-1002 Theresa Wesseln	N	0

KTTC Television
EEO PUBLIC FILE REPORT
December 1, 2015 - November 30, 2016

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64	WSJV-TV 58096 CR #7 S Elkhart, Indiana 46517 Phone : 800-975-8881 Email : ttesch@fox28.com Fax : 1-574-294-1267 Teddi Tesch	N	0
65	WVVA-TV 3052 Big Laurel Highway Bluefield, West Virginia 24701 Phone : 304-325-5487 Email : asluss@wvva.com Fax : 1-304-327-5586 Audrey Sluss	N	0
66	WXOW-TV/WQOW-TV PO Box 3119 LaCrosse, Wisconsin 54602 Phone : 507-895-9969 Email : twopat@wxow.com Fax : 1-507-895-8124 Theresa Wopat	N	2
TOTAL INTERVIEWS OVER REPORTING PERIOD:			78

KTTC Television
EEO PUBLIC FILE REPORT
December 1, 2015 - November 30, 2016

III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	3/19/2016	Participation in events or programs sponsored by educational institutions	The Gamehaven Boy Scout Council (Troops from Rochester Area Schools) held a merit badge day. A meteorologist hosted 16 boy scouts in the weather center to learn about being a meteorologist and the weather to facilitate earning the Weather merit badge.	1	Meteorologist
2	4/12/2016	Participation in events or programs sponsored by educational institutions	Creative Services and Promotions assisted Byron High School's TV production class with a PSA project over the course of four months. Staff instructed students on video shooting and editing for television. Students produced 15 second PSAs with the help of our staff.	2	Promotions Supervisor Creative Services Supervisor
3	5/24/2016	Establishment of an intern program designed to assist members of the community	KTTC's Internship Program is designed to enhance the student's career goals, teach them how a television station operates, and teaches skills in news, production, promotion creative services or sales. KTTC hosted three interns in 2016. Two were specific to news and one was shared between news, sales and promotions - due to the student's interests in those three areas. These students were part of our paid Quinternship program. Student-Quinterns were from the Iowa State University, Winona State University, and St. Cloud State University.	4	News Director Promotions Supervisor Local Sales Manager KXLT General Sales Manager

KTTC Television
EEO PUBLIC FILE REPORT
December 1, 2015 - November 30, 2016

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4	7/21/2016	Provision of training to management	During two full days of meetings, July 21 & 22, 2016, convened by the Station's parent company, station personnel with substantial responsibility in HR functions attended multiple sessions regarding a wide variety of employment issues including hiring practices, personnel file maintenance and other record keeping, rehires, benefits, and transition of employees from part-time to full-time, and the FCC's EEO rules. These sessions were led and moderated by a combination of outside consultants, the Company's HR Director, and outside legal counsel.	1	Admin & HR Manager
5	10/19/2016	Participation in Job Fairs	QMI management attended the IBA Career Fair at Illinois State University representing the entire QMI station group. The event supports our company goals of strengthening our relationship with the hosting university, ISU, and promoting QMI career opportunities. Additionally, these types of events provide an opportunity to tell our story.	3	Talent Acquisition Specialist News Director - WEEK Director of Broadcast News
6	10/28/2016	Participation in events or programs sponsored by educational institutions	The Creative Services and Promotions departments hosted three students job shadowing from Byron High School. These students had expressed interest in future careers in broadcast. They attended the weekly KTTC Sales meeting, sat with both departments to learn how they put video together for advertisements and promotional spots, and sat in on the noon news. The day was ended with a group Q&A session joined by Human Resources who provided tips for their future resume development and interviewing skills.	6	Promotions Supervisor Creative Services Supervisor Administration & HR Manager Promotions Producer

KTTC Television
EEO PUBLIC FILE REPORT
December 1, 2015 - November 30, 2016

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7	11/15/2016	Participation in events or programs sponsored by educational institutions	KTTC attended an unique career fair at Mayo High School designed to encourage over 2,000 middle and high school aged students to pursue science, technology, engineering, art, and math careers by connecting them to business and higher educational institutions in a highly interactive, hands on format. KTTC's chief meteorologist and chief engineer attended this event to educate students on careers in broadcast that require interest and education in math, science and technology. They also shared information with the students on QMI's Quinternship program as well as job shadowing opportunities at KTTC.	2	Chief Engineer Chief Meteorologist
8	11/17/2016	Participation in other activities designed by the station employment unit	KTTC Station Tour Program - 15 Tours given in 2016. Over 100 people toured KTTC. School groups, including TV production classes, church groups, developmentally disabled adults, and youth groups came to learn about TV production and broadcast media. They learned how a television station operates and received information about careers in broadcast. Many were interested in careers in broadcast.	10	Admin & HR Manager Promotions Supervisor Creative Services Supervisor Traffic Manager